



SUPPORTED INTERNSHIPS



Building futures..together

The Eat That Frog CIC,
Supported Internship
Programme gives local
businesses the chance to
support young adults into
work, while developing their
own teams in the process.

SCAN ME



An employers guide

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Your guide to supported internships



At Eat That Frog CIC, we're proud of our Supported Internship Programme – giving local businesses the chance to support young people with additional needs into work, while developing their own teams in the process.

This short guide explains:

- What supported internships are
- How they work for employers
- The benefits to your business
- How to get started

It's a win-win – you get to train and develop a young person in your workplace, with full support from our experienced job coaches and you might just meet your next great employee.



WHAT IS A SUPPORTED INTERNSHIP?

A supported internship is a structured work-based learning programme for young people aged 16–24 with an Education, Health and Care Plan (EHCP).

As an employer, you offer a work placement – we handle the rest:

- Interns will take part in a formal interview to understand the role requirements and meet the employer in advance
- Before starting, interns complete a 6-week work experience placement to ensure they are the right fit for your business
- Interns will spend 16 hours a week at your workplace, with tapered support by our trained job coaches
- There's no cost to you
- Interns build real work skills while helping you meet business needs

A flexible, fully-supported partnership, matching the right young person to the right role – with your input every step of the way.



WHY GET INVOLVED?

For Employer

Supported internships give you the chance to:

- Support a young person's journey into work
- Discover new talent
- Improve your business's disability confidence
- Train someone to meet your needs – your way
- Build a workforce that better reflects your customers



Our job coaches will guide you throughout the process, including adjustments or training if needed. The intern remains in full-time education – there's no wage or cost involved.

Benefits to Your Business

- Fresh talent: Interns bring energy, enthusiasm and new ideas
- Extended working interview: You can try out a potential employee over time
- No cost: Interns are in education – they don't replace paid staff
- Disability confidence: Support to build a more inclusive and diverse team
- Staff development: Let team members grow through buddying or mentoring
- Positive PR: Show your values and commitment to your community

Over 20% of UK customers have a disability – and 87% of people prefer companies that are inclusive. By taking part, you're showing your values in action.

HOW TO GET STARTED

Hosting an Intern – What's Involved?

- Interview (or meet) your potential intern – we'll support with this
- 6 week work experience prior to placement
- Work closely with job coaches – we're here to support you too
- Share honest feedback to help the intern grow and develop

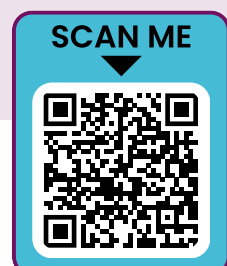
If reasonable adjustments are needed, Access to Work funding can help cover costs – and our job coaches will guide you through everything.

What Happens After the Placement?

There's no pressure to offer a job – but many employers do. If you can't recruit, your input still makes a huge difference: you might give a reference, recommend them to others or simply help them take their next step with confidence.

Ready to Get Involved?

Scan/Click the QR Code to register your interest in hosting a supported intern.



What are 'additional needs'?

This is a broad term we use to describe any needs a young person may have that require extra consideration in the workplace or learning environment. All young people on a supported internship with us will have an Education, Health and Care Plan (EHCP) in place.

Will we have to pay the intern?

No—supported interns are considered to still be in full-time education. Their placement is part of their learning journey, just delivered in the workplace instead of a classroom.

Can we meet the intern before they start?

Absolutely. You'll have the chance to interview the intern before the placement begins, the intern will then start a 6 week work experience placement prior to the internship to ensure the placement is a perfect match for both the employer and the intern.

Are there any health and safety concerns?

Interns are covered by your usual workplace insurance, just like any other staff member. Most of the time, no extra considerations are needed. Each placement is carefully matched to make sure the environment is right for both intern and employer—but if anything does come up, our job coaches are there to help.

Will this take up lots of staff time or impact productivity?

Interns will need an induction and some training, like any new starter. That's where the job coaches step in—they'll support the intern to learn tasks to a high standard, taking the pressure off your team. Over time, many employers find the intern helps boost productivity by taking on certain tasks and freeing up other staff.

We've never supported anyone with additional needs before—can we do this?

Yes—and we'll help you feel confident too. We can offer awareness training for your team and ongoing support throughout the placement. Access to work is available to support with reasonable adjustments in the workplace.

Can someone with a learning difficulty or disability really do the jobs we have?

Definitely. Employers are often surprised at just how capable our interns are with the right support in place. We can also help you look at the role differently—for example, breaking down or reshaping tasks to make the best use of the intern's strengths. In many cases, this even helps your wider team work more efficiently.

What will other staff or customers think?

Most of the time, staff really enjoy having an intern on board—it often brings out a positive, supportive side in the team. Customers and clients are usually pleased to see a diverse workforce that reflects the community. If there are any concerns, your job coach can step in to help with solutions.

Will the job coaches just get in the way?

Not at all. Our job coaches are trained to support quietly and efficiently. They're around more at the beginning to get everything running smoothly, then step back as the intern becomes more confident. They'll stay in touch for any check-ins or extra support if new tasks come up.

Will I have to employ the intern at the end of the placement?

There's no obligation to offer a job afterwards. If you've got a vacancy and the intern is the right fit, that's brilliant—but it's not expected. Just like with any other candidate, your usual recruitment process applies (with any reasonable adjustments needed for a fair interview). If you can't employ the intern, we'd still really value a reference or any signposting to other opportunities.

What if it isn't working out?

If anything feels off-track, please speak to our job coaches or our team at Eat That Frog straight away. We're here to help, and in many cases we can work things through together. If the placement still isn't right, we can bring it to a close in a respectful way for everyone involved.